

strategic plan 2016 – 2020



CANADIAN ASSOCIATION
FOR COMMUNITY LIVING

ASSOCIATION CANADIENNE POUR
L'INTÉGRATION COMMUNAUTAIRE

Diversity includes. On se ressemble.

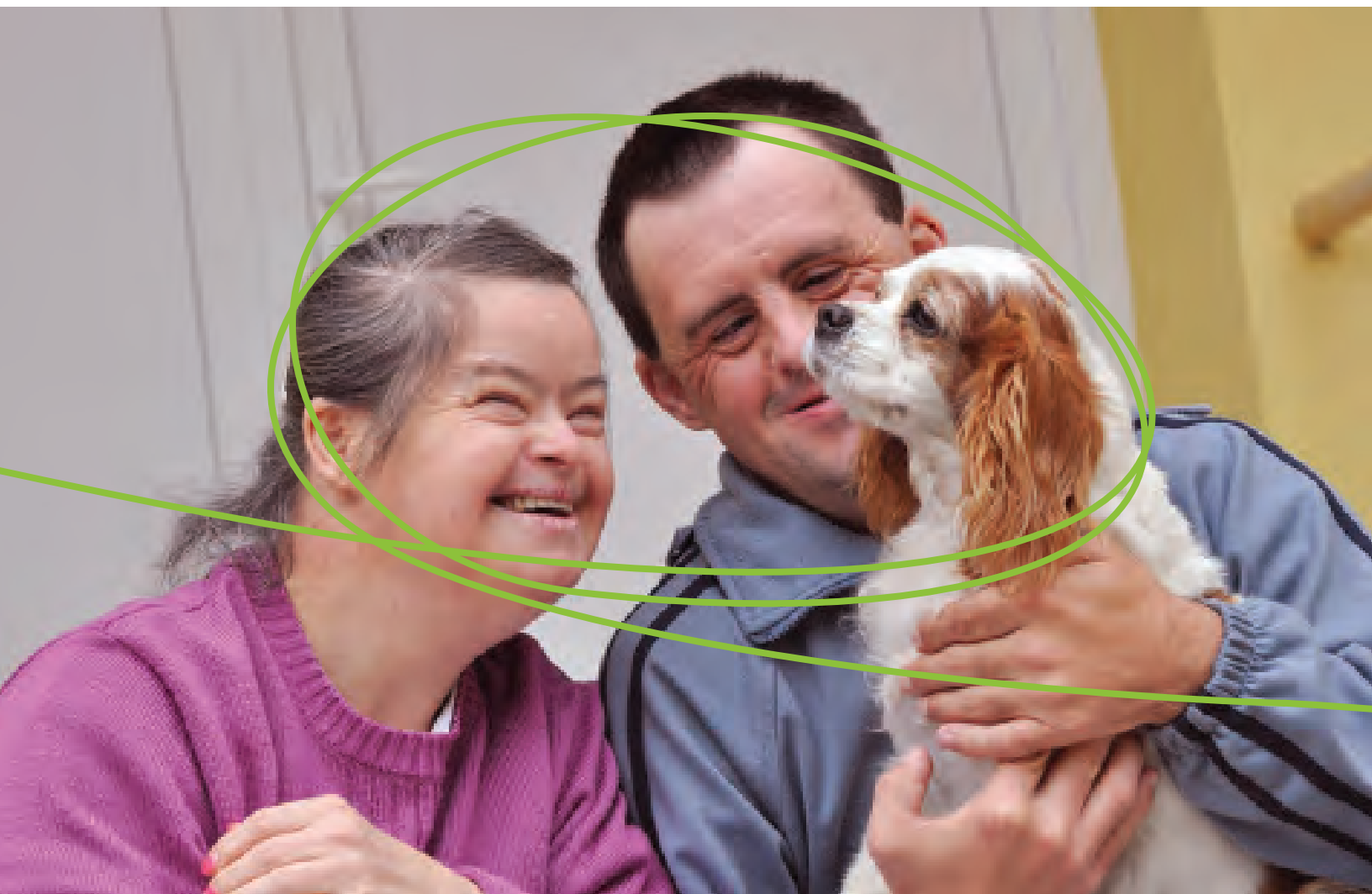
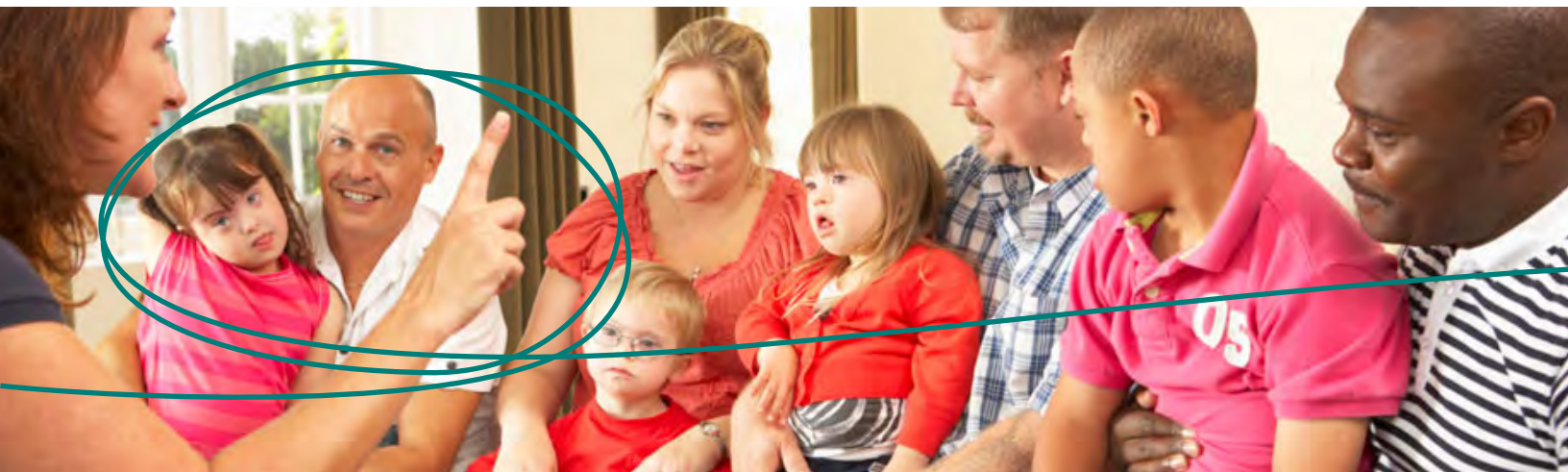


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introduction

Almost 750,000 Canadians live with an intellectual disability, and millions more are family members, friends and advocates. With the potential for inclusion more visible on the horizon than ever before, individuals, families and community leaders are trail blazing. We are beginning to see new pathways to quality inclusive education, employment, participation and belonging in communities across Canada.

Yet in 2016, isolation, exclusion, poverty and victimization remain the norm for far too many, indeed for the majority of people with an intellectual disability. Human rights violations and systemic discrimination against people with an intellectual disability persist in Canada

and around the world – despite Canada and over 150 other State Parties having ratified the United Nations Convention on the Rights of Persons with Disabilities.

In fact, in a number of areas there is concern that advances in education, deinstitutionalization, and community supports are now threatened and slippage is evident. With a growing sense among families and our member associations across Canada that possibilities for an inclusive life in community are increasingly precarious, CACL is re-focusing our priorities and taking on new roles. We intend to lead the way in helping Canadians to confront the threat and to build a fully inclusive Canada.



As the national movement supporting the voice of people with an intellectual disability and their families for inclusion, CACL leads the way in helping Canadians build an inclusive Canada. CACL works to achieve this by strengthening families, defending rights, and transforming communities into places where everyone can belong.

The CACL 2016-2020 Strategic Framework is designed to put our commitment into action. Implemented across our five national organizations, this plan will mobilize an unparalleled effort to advance inclusion in the areas of legal capacity, inclusive education, income security, employment, support to families, safeguards in medical assistance in dying, and safe and inclusive communities. This plan also works to strengthen our national organizations' core operations and partnerships.

Our plan to make a real difference throughout 2016-2020 includes:

- **Fundamentals:** Our Vision, Mission, Values and Principles, and Family Lens
- **Core & Foundational Roles** we maintain in pursuing our strategic priorities and maintaining our effectiveness and sustainability
- **Strategic Priorities for 2016-2020** framing our direction and guiding strategic investments
- **Priority Goals for 2016-2020**

The CACL family includes its membership and its national organizations. CACL's national membership includes over 40,000 individual members, 400 local associations, and 13 Provincial/Territorial Associations for Community Living. As part of an international federation, CACL is a member of Inclusion Inter-Americana and Inclusion International.

CACL's national organizations include the *Canadian Association for Community Living (CACL National)*, the *Institutes for Research and Development on Inclusion and Society (IRIS)*, the *CACL Foundation*, *Inclusive Education Canada (IEC)*, and *Ready, Willing & Able (RWA)*.

fundamentals

vision

An inclusive Canada in which people with an intellectual disability and their families are valued equally and able to participate fully in all aspects of society.

mission

The Canadian Association for Community Living is a family-based association assisting people with an intellectual disability and their families to lead the way in advancing inclusion in their own lives and in their communities. We do this in Canada and around the world by sharing information, fostering leadership for inclusion, engaging community leaders and policy makers, seeding innovation and supporting research. We are dedicated to attaining full participation in community life, ending exclusion and discrimination on the basis of intellectual disability, promoting respect for diversity and advancing human rights to ensure equality for all Canadians.

values

Respect

Dignity

Self-determination

Diversity

Justice

Mutual
Responsibility

Inclusion

Moral
Courage

Human
Rights

Equality



principles

- All members of the human family are full persons. Our human essence cannot be reduced to words, labels, categories, definitions or genetic patterns. Every person is unique. No one can be replaced or copied. All persons are ineffable.
- All persons are entitled to respect. Respect requires recognition of and concern for the dignity of every person. Dignity is fragile. It must be protected from all harm.
- All persons have inherent dignity. Dignity belongs to us just because we exist. It is not something we earn or receive.
- All persons have inalienable dignity. Dignity cannot rightfully be ignored, diminished or taken away.
- All persons have equal dignity. Dignity does not depend upon physical, intellectual or other characteristics. Neither does it depend upon the opinions that other people have about these characteristics.
- All persons have inherent and equal worth. Our value as persons is neither earned nor accumulated. It is unrelated to health status or any genetic or other personal characteristic.
- All persons have inherent capacity for growth and expression. Every person has the right to be nourished physically, intellectually, socially, emotionally and spiritually.
- All persons are entitled to equal access and opportunity. Equality demands protection from all forms of discrimination or harm, and access to the supports necessary to enable equal participation.

family lens

Our vision and resolve is rooted in the experience and aspirations of families who have fought tirelessly for the equality rights, full citizenship and inclusion of people with an intellectual disability. Families are the heart of the national organization and movement. We understand family to consist of two or more people, living together or apart, related by blood, marriage, adoption or a commitment to support one another.

In executing the 2016-2020 strategic plan our 'Family Lens' will continue to guide all its strategies and efforts.

These guiding principles will remain paramount:

- Families are the cornerstone to inclusive community life and inclusive communities.
- Supporting and strengthening diverse families contributes to the community's well-being as a whole.
- Families provide the greatest degree of continuity in the lives of their sons and daughters with an intellectual disability and that connection should be honoured and supported.
- Policies should be designed to strengthen all families, respect and honour all families and facilitate inclusion in all aspects of family and community life.



our roles

To advance inclusion for persons with an intellectual disability and their families, CACL maintains the following core roles:

1. Strengthening Families

CACL works to strengthen families by helping families get access to the best possible options and choices available to their child or family member with an intellectual disability. Through our national network of families and caregivers, we work to strengthen families by helping them dream, by connecting families to other families who understand and have expertise, and by supporting families to navigate complicated service systems.

2. Defending Rights

As a national organization, we defend rights through policy work and public education. Sometimes we also intervene in legal cases, where the rights of individuals with an intellectual disability and their families are at stake.

3. Transforming Communities

We transform communities by motivating community leadership and encouraging key sectors to adopt inclusive practices. We work with educators, healthcare workers, cities, and more - providing the tools and information they need to become more inclusive so that everyone can participate and belong.

To ensure the CACL national organizations remain sustainable and effective, CACL will continue to undertake two crosscutting foundational roles:

4. Organizational Capacity

By investing in board leadership, staff and volunteer development, strategic partnerships, and collaboration with provincial-territorial associations, CACL will strengthen capacity to fulfill its mission. CACL commits to the principles of a learning organization, with efficient internal process and mechanisms for reflection and improvement.

5. Strategic Communications

Through online platforms, social media, and outreach, we: engage Canadians in ongoing dialogue; share and promote the passionate voices and experience of individuals and families about our priority issues; profile our initiatives and impact; and frequently and consistently deliver our message using the voices of CACL leaders, families, and members.

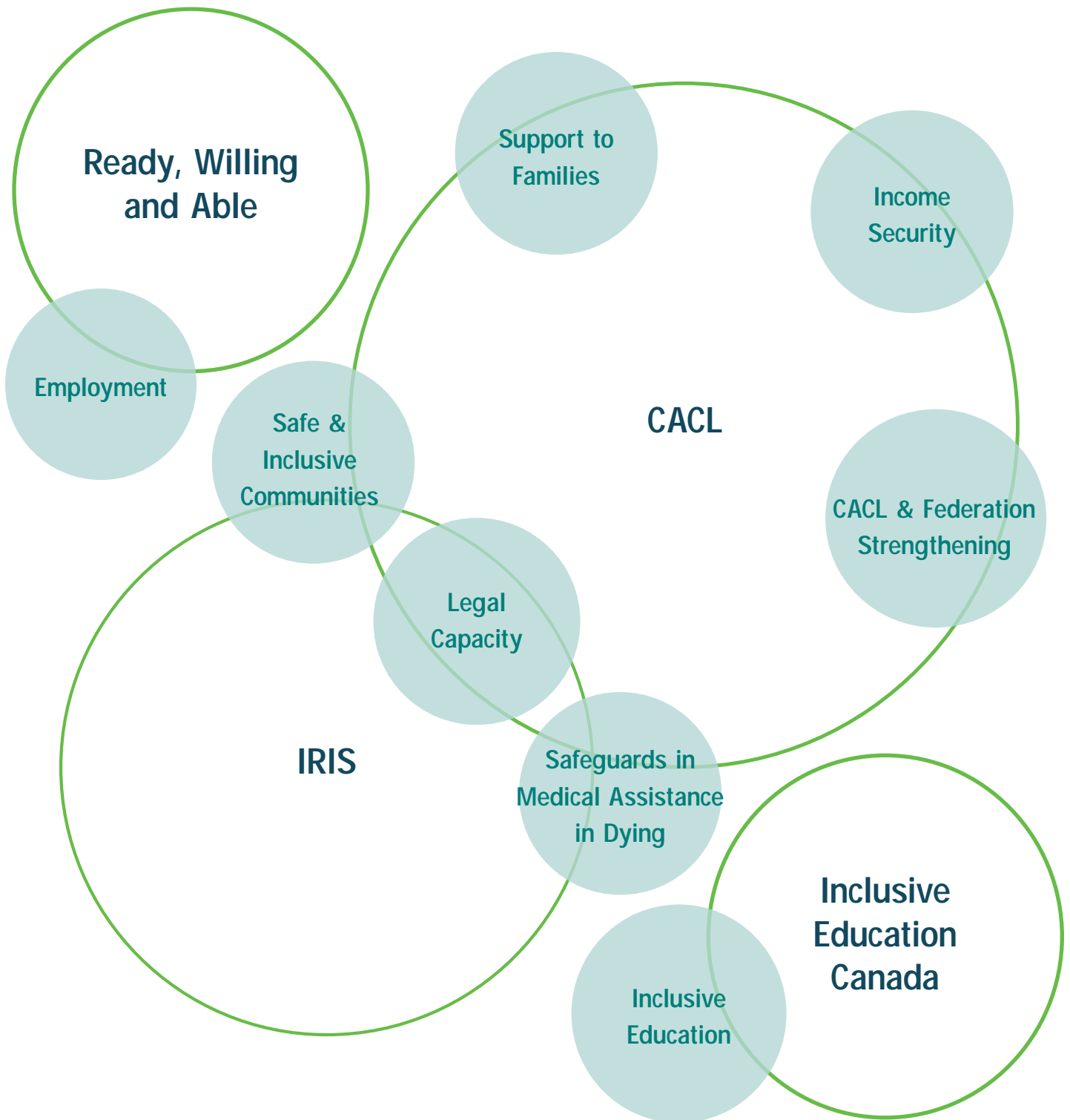
priorities for 2016-2020

Our strategic framework confronts persistent barriers to inclusion across the lifespan of people with an intellectual disability and their families.

WE KNOW:

- People with an intellectual disability are systematically denied the right to direct their own lives, by guardianship and substitute decision-making laws and systems;
- 60% of children and youth with an intellectual disability are denied the right to inclusive quality education, resulting in negative impacts on quality of life, health status, income and employment outcomes;
- At a rate of 75%, pervasive poverty exists among adults with an intellectual disability, significantly restricting income security and disability supports to ensure a good life in community;
- Only 25% of people with an intellectual disability are in the regular workforce, despite government and corporate commitments to employment equity and inclusive workplaces;
- Families who have a family member with an intellectual disability disproportionately face poverty, labour force exclusion, social exclusion in their communities, and are without needed supports;
- With court challenges already in place to Bill C-14, there is risk in losing ground on safeguards to protect vulnerable persons from being induced to commit suicide, and wide-scale perception that some persons' lives are not worth living;
- People with an intellectual disability and their families face systemic barriers to critically-needed community services and supports that make inclusion possible. A lack of community leadership, knowledge about inclusive policy and practice, as well as outmoded service approaches—including by local Associations for Community Living—are underlying factors.

To address these issues throughout 2016-2020, CACL's five national organizations will make impact in eight priority areas:



priority goals for 2016-2020

LEGAL CAPACITY

OUR 2020 GOAL:

Political commitment to an inclusive legislative framework in three provinces/territories, and a platform for a global campaign.

OUR VISION:

Rights to equality, self-determination, full citizenship, valued recognition and respect from others are legally recognized and assured for all people with an intellectual disability.

INCOME SECURITY

OUR 2020 GOAL:

Bring a disability lens to the federal poverty reduction strategy.

OUR VISION:

Canadians with an intellectual disability have the income and resources they need to secure a good quality of life and fully participate in all aspects of their communities.

INCLUSIVE EDUCATION

OUR 2020 GOAL:

A national strategy to advance inclusive education across Canada.

OUR VISION:

All people with an intellectual disability are fully included with their peers in regular education, with appropriate supports from early childhood through to post secondary and adult life-long learning.

EMPLOYMENT

OUR 2020 GOAL:

Federal government commitment to sustain the Ready, Willing & Able initiative.

OUR VISION:

Working-age adults with an intellectual disability are employed at the same rate as the general population.

SUPPORT TO FAMILIES

OUR 2020 GOAL:

A clear role for CACL in supporting families who have a family member with an intellectual disability.

OUR VISION:

Families access the supports and opportunities they need to assure inclusion for family members with an intellectual disability through their lifetimes, and to secure family social and economic well-being.

SAFE & INCLUSIVE CITIES

OUR 2020 GOAL:

A national initiative for transforming housing and supports for people with an intellectual disability.

OUR VISION:

All people with an intellectual disability are fully included in their communities, have full access to health care and other public services, and are safe from violence and abuse.

SAFEGUARDS IN MEDICAL ASSISTANCE IN DYING

OUR 2020 GOAL:

Safeguards are upheld and expanded to include vulnerability assessments.

OUR VISION:

The inherent right to life of people with an intellectual disability is assured for all people with an intellectual disability.

CACL & FEDERATION STRENGTHENING

OUR 2020 GOAL:

Public interest in and support for our values, vision and mission, and for sustaining our impact.

OUR VISION:

Through collaborative leadership and shared efforts, the national organizations of CACL and the CACL federation are having local-to-global impact in advancing our vision for inclusion. CACL's history and force as a human rights and social change movement is inspiring Canadians to celebrate and join our cause.

Founded in 1958, the Canadian Association for Community Living is a national registered charity. Charitable registration number: 10684 2545 RR0001.

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 Canadian Association for Community Living

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